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*Parliamentary Employment
and Staff Relations Act and
Federal Public Sector Labour
Relations and Employment
Board Act*



Before a panel of the
Federal Public Sector
Labour Relations and
Employment Board

IN THE MATTER OF
THE *PARLIAMENTARY EMPLOYMENT AND STAFF RELATIONS ACT*
and a dispute affecting
the Public Service Alliance of Canada, as bargaining agent,
and the House of Commons, as employer, in respect of the bargaining unit composed
of all employees of the employer in the Reporting Sub-Group and Text Processing Sub-
Group in the Parliamentary Programs Group

Indexed as
Public Service Alliance of Canada v. House of Commons

Before: Edith Bramwell, a panel of the Federal Public Sector Labour Relations and
Employment Board

To: Christopher Rootham, Joe Hebert, and Steven Chaplin, deemed to form the
Federal Public Sector Labour Relations and Employment Board

For the Bargaining Agent: Morgan Gay, Public Service Alliance of Canada,

For the Employer: Patricia Laliberté, Senior Labour Relations Advisor

Issued on the basis of written submissions,
dated April 1, 15, and 17, 2025.

TERMS OF REFERENCE

[1] By letter dated April 1, 2025, the Public Service Alliance of Canada (“the bargaining agent”) requested arbitration pursuant to s. 50 of the *Parliamentary Employment and Staff Relations Act* (R.S.C., 1985, c. 33 (2nd Supp.); “the Act”) in respect of the bargaining unit composed of all employees of the House of Commons (“the employer”) in the “Reporting Sub-Group and Text Processing Sub-Group in the Parliamentary Programs Group” bargaining unit, as defined in *Public Service Alliance of Canada and House of Commons*, PSSRB File No. 442-H-10, dated September 30, 1987.

[2] Along with its request, the bargaining agent provided a list of terms and conditions of employment that it wished to refer to arbitration (labelled as schedule 1).

[3] By letter dated April 15, 2025, the employer provided its position on the terms and conditions of employment that the bargaining agent wished to refer to arbitration. The employer also provided a list of additional terms and conditions of employment it wished to refer to arbitration. The employer objected to the following bargaining agent proposals: Article 24.XX – Telework; Article 32.2 – Grievance Procedure (and Union proposal to modify 32.03, 32.04, 32.05, 32.07, 32.08, 32.09, 32.10 and 32.20 accordingly); Article 40.1 – Part-time and Seasonal Certified Indeterminate (SCI) Employees; Appendix “F” – Memorandum of Agreement Re: Seasonal Certified Indeterminate (SCI) Employees (labelled as schedule 2).

[4] By letter dated April 17, 2025, the bargaining agent provided its position with respect to the additional matters referred to arbitration by the employer and to the employer’s objections. The bargaining agent also objected to the employer’s proposal respecting Article 24.12 – Overtime Meal Allowance (labelled as schedule 3).

[5] Accordingly, pursuant to s. 52 of the *Act*, the matters in dispute on which the Federal Public Sector Labour Relations and Employment Board shall make an arbitral award are those set out in schedules 1 to 3 inclusive.

June 16, 2025.

**Amélie Lavictoire on behalf of Edith Bramwell, a panel of the
Federal Public Sector Labour Relations
and Employment Board**